

WHAT'S NEW



Voters mandate safety belt use

Oregon voters in November chose to mandate safety belt use for most adult drivers and passengers, beginning Dec. 7. The measure expands the current requirement for those under age 16 to buckle up to now require all to do so. The new law is expected to reduce serious traffic crash injuries and deaths and save \$240 million annually.

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Roberts says no major changes

Gov.-elect Barbara Roberts told state agency directors and administrators she intends to make no major moves or shifts in direction from the Goldschmidt administration.

Roberts indicated she wants to retain Fred Miller as director of the Executive Department; use a state sales tax to fund education; not ask for mass resignations of agency directors and administrators; and continue most of the current boards and commissions, while reviewing the major ones. Roberts praised the Oregon state government workforce for its talent and resourcefulness, and encouraged effective internal communications and teamwork.

Advisory panel wanted for DMV

A proposal to create a DMV Advisory Committee in November was placed on the back burner by the Transportation Commission.

The group, which the commission likely will form by resolution in early 1991, would assist Motor Vehicles in carrying out its mission, according to Dave Moomaw, Motor Vehicles Division administrator. Commission Chairman Mike Hollern recommended delaying action until the department can solicit direction from Gov.-elect Barbara Roberts, the 1991 Legislature and the Transportation Alliance of Oregon.

Disabled hires on rise

The Vocational Rehabilitation Division has selected the Department of Transportation 1990 Employer of the Year for its efforts to recruit, employ and accommodate disabled people in the workplace.

The award recognized the department for increasing the percentage of its disabled employees to 5.3 percent this June from 1.6 percent in June 1989. That rise exceeded the department's 4 percent hiring goal, according to Judy Gregory, ODOT's assistant director for administration. ODOT showed the largest increase in hiring employees with disabilities among Oregon state agencies.

The hiring goal is established by Vocational Rehabilitation and the Oregon Commission for the Blind, according to Terry Samuel, a VocRehab executive assistant.

The Motor Vehicles Division has one of the highest overall percentage of disabled employees among Oregon state agencies—including any of ODOT's five divisions—at 8.2 percent as of June 1990. Sixty-seven of DMV's 775 employees are classified as disabled, according to Bill Hayden, affirmative action program manager, ODOT Civil Rights.

VocRehab also cited areas in which ODOT supports employment of disabled workers, including:

- Establishing a Rehabilitation Engineering Team. A volunteer committee, composed of technical employees and engineers, modifies the work areas of disabled employees who require "reasonable accommodations" for them to perform their work.

- Providing services for hearing-impaired persons. The Motor Vehicles Division has entered into a one-year agreement with the Oregon Disabilities Commission to provide services to hearing-impaired

See AWARD, Page 4



Dee West, an office specialist with the State Highway Engineer's Office, Salem, conducts business by telephone. The percentage of disabled employees in the ODOT workforce has risen to 5.3 percent.

Measure 5 damage being assessed

While it's not yet known how severe Ballot Measure 5, the property tax limitation voters approved in November, will affect ODOT's agencies, Director Bob Bothman is committed not to resort to employee layoffs.

"ODOT will handle the measure's impacts by attrition and not employee layoffs," Bothman said. (See related column, page 2 of this issue.)

Some county and city governments will be hit hard by the ballot measure, while some will escape unscathed. The impacts on ODOT divisions also will vary.

Ballot Measure 5 reduces property tax during five years, beginning July 1, 1991. By the end of the fifth year, taxes are capped at \$5 per \$1,000 of assessed property value for schools, and property

taxes for government operations to \$10 per \$1,000 of value. The school limit is to be phased in gradually, decreasing \$2.50 per \$1,000 every year, with the measure requiring the state to make up lost money to schools.

By full phase-in, the measure will cut a Portland resident's tax bill by more than half.

The measure exempts bonded debt for capital construction.

In communities where the rate exceeds Ballot Measure 5 limits, the state must make up the portion dedicated to school support while local citizens must decide whether to make up the balance dedicated to other operations.

That likely will translate into pressure from local governments on the Public Transit Division's Special Trans-

portation Grants to support a larger share of transportation programs for elderly and disabled residents, according to Division Administrator Denny Moore. The Special Transportation Grant Program is funded by a portion of Oregon's cigarette taxes.

Transit services in small city and rural areas with populations less than 50,000 receive about 55 percent of their revenue from local taxes. In communities where a property tax limitation is imposed, Moore believes the state likely will be asked to help make up part of the difference.

"Right now it's not really clear how the scenario will play out," Moore said. "It's too early to tell how the local governments are going to respond to Ballot

See TRANSIT, Page 5

DIRECTOR'S COLUMN

Here's one guarantee: No layoffs

By **BOB BOTHMAN**
ODOT Director

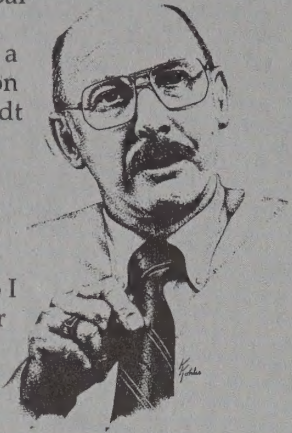
The 1990 elections are history, or are they? This election had more far-reaching impacts than the last one, but let me take this opportunity to say that there will be no layoffs in ODOT due to passage of Measure 5.

The governor's election obviously is important to the department. Although sometimes difficult to remember during the campaign, we did have two excellent candidates for governor. Yet the selection of Barbara Roberts for governor represents a more stable transition from the Goldschmidt administration.

I do not foresee any radical changes in the Oregon Transportation Commission, and so I expect continuity for the department. It's interesting,

though, that during their campaigns both candidates stressed transportation planning as a major issue. To address those concerns, we will keep our focus on that area, and work on creating an integrated transportation plan for Oregon that includes transit, rail, highways and aviation. We will be looking beyond highways to satisfy our transportation needs as we move into the 21st century.

With the re-election of Sen. Mark Hatfield and Congressmen Les AuCoin and Peter DeFazio, Oregonians can be assured their voice will be heard in Washington, D.C., as the three will continue their support of transportation legislation. The Hatfield re-election will assure a continued push for 75 percent federal funding for Portland's westside light-rail transitway



project. It's also likely he will be involved with establishing the funding base for a third transitway into Clackamas County.

The overwhelming support for Measure 26-1 in Washington, Multnomah and Clackamas counties to provide \$125 million for the region's match on the westside transitway was critical to ensuring the integrity of Portland's transportation system. That support is a strong message that citizens in the Portland region are willing to tax themselves to meet the region's growth needs. It's obvious that transit will sub-

It is not yet certain how Oregon's lawmakers will deal with Measure 5 in the coming months. However, ODOT will handle impacts by attrition and not employee layoffs.

stantially reduce the need for new freeways and ease the demand on the Highway Trust Fund. Personally, I don't believe we can solve Portland's problems simply by adding freeways.

The support of Ballot Measure 5, the property-tax limitation, is definitely a message to Oregon legislators that they must deal with what voters consider excessive property taxes in Oregon, in my view. You might well imagine that legislators will assign greatest priorities to law enforcement, fire fighting and human resources.

Many local governments will be faced with substantial cuts, and those likely will come from transportation budgets which are presently funded about half out of property taxes. Measure 5 also will have a burden on the state, because it is required to make up lost revenues for schools. That revenue will have to come out of other programs and could jeopardize the department's transit program and the state's match for westside light rail. The Legislature is being asked to come up with about

\$100 million to support that project. Even though Measure 5 will be implemented gradually, it still won't allow the Legislature time to replace the lost local property-tax revenues.

Political pundits are predicting an interesting legislative session. There will be a new governor, the state Senate will have a Democratic majority and the House a Republican majority. It is not yet certain how Oregon's lawmakers will deal with Measure 5 in the coming months. However, ODOT will handle impacts by attrition and not employee layoffs.

Lastly, the approval of the safety-belt measure is a great benefit for Oregon. I'm absolutely convinced that safety belts will have a major impact on Oregon's highway fatality rate in the next several years. It's frustrating that our rate is nearly double

Washington state's, yet our new law is likely to support our traffic safety goal by reducing Oregon's highway deaths.

Despite the changes brought about by the General Election, it's likely most of you won't feel their short-term impact in your jobs. The administration and the Legislature have historically steered clear of interfering with ODOT's day-to-day activities. The commission form of government—where ODOT is responsible to the Transportation Commission, and the commission is appointed by the governor—provides a stable direction for our activities and operations.

As I look forward to the new year, I can count on few certainties. This is a time when Oregon voters are sending clear messages to state government, and we are responding. The challenge, as I see it, is to keep in mind that we're here to provide vital services to our customers—Oregonians and visitors alike—and that it will take our unified efforts to build on our exemplary transportation system. Thanks for doing your part.

Letters

Community survival

Don Thurston,
 District 11 Manager,
 Highway Division,
 Klamath Falls:

I would like to express my thanks and appreciation to A.J. Arnold of the Silver Lake highway maintenance section for his help in connection with a motor-vehicle accident this fall. Without his and others' help, Lake County's small communities could not survive.

JIMMY DEAN ROBISON
 Deputy Sheriff
 North Lake County Sheriff's Office
 Lakeview

Feels slighted

Andy Booz,
 Via Editor, ODOT Public Affairs,
 Central Services Division,
 Salem:

Our crew really enjoys Via. Not only is it informative, factual and well-written, but the topics are well-selected for our interest. But your selection of ODOT personnel to be interviewed for Candid Comments is irritating.

The October 1990 issue had but one highway maintenance specialist, and he was from your side of the mountains. We peons are not represented enough in your Candid Comments, and by peons I mean highway maintenance specialists, highway maintenance workers and

expressly from the east side of the mountains! We do the work, and we are the backbone of the Highway Division, yet 90 percent of your personnel interviewed are supervisors, managers or DMV office people. No one from our crew has ever been interviewed, and few from Region 5 are interviewed.

Please include more of us peons, and don't forget the east side of the state. We are few but here. Otherwise, keep up the good work.

GERALD THOMAS
 Highway Maintenance Specialist
 Oregon State Highway Division
 Pendleton

Going the extra mile

Doug Gyllenskog,
 Chief Weighmaster,
 Highway Division,
 Salem:

This fall I took my mother to Maryhill Museum, and on the way back we had car trouble. Fortunately, I had the good luck of having an employee in your organization come to my aid—Dan Harrington.

Dan took me back to the Cascade Locks Port of Entry, looked up the nearest American Automobile Association service station, made sure I was comfortable, then said he would tell my mother, who was waiting in the car, that everything was okay so that she would not worry. Because he was going home in

the opposite direction of where our car was parked, he crossed the busy freeway to convey my message.

What could have been a horrible experience was not, simply because he cared and took the time to offer assistance. We will always be extremely grateful to him. In addition, I would like to thank the office personnel who made me feel so welcome and were so accommodating. The Cascade Locks Port of Entry employs a fine crew, and my mother and I will not soon forget your exemplary behavior.

CATHIE NOONAN
 Vancouver, Wash.

Proud to belong

Edwin Carson and Chuck Frazer,
 Permits and Weighmasters Section,
 Highway Division,
 Ashland:

You recently helped two ladies by fixing a flat tire on their car, and it was greatly appreciated. I don't know what we would have done without your help. Oregon should be proud of you both.

HATTIE NEWBERRY
 Roseville, Calif.

Nocturnal pitch

Oregon Department of Transportation,
 Salem:

Here's a note to let you know how wonderful our recent two-week vacation to your state was. All your helpful information booklets, especially the Oregon Highway Atlas, were wonderful.

The only real embarrassing moment was when we went to a state park that accepts reservations. We drove there,

didn't see any reserved signs in the camp, set up our tent, and went to watch the sunset. On our way back, we saw the campground check-in place and realized our mistake when we went to pay for our space. I felt silly taking down our camp in the dark, but I am now wiser for the experience.

The cleanliness and beauty of your state also deserves mention. Such a difference from the states to the north and south. We enjoyed it all, and thanks again.

DEBBIE SHERMAN
 Craig, Colo.

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ODOT NEWS

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Working creatively



Mel Galvin, Office of Productivity manager (in hardhat), demonstrates some of the Oregon Department of Transportation's better ideas—how it has formed public-private partnerships to more effectively provide customer service.

Idea Fair pools creative thinkers

In a forum of state agency representatives, ODOT showed how it's delivering a better product by thinking and acting creatively.

The first Idea Fair, held at the Oregon State Fairgrounds Oct. 23, brought government together for a day to share new ways of doing business—how to better use existing resources, provide improved customer service, increase productivity, use new technology creatively and efficiently, and market Oregon services, products and opportunities.

Representing ODOT were the Information Systems Section, the Transportation Safety Office, the Motor Vehicles Division, and the Highway Division's Automation Section, Permits and Weighmasters Section, and Roadway Analysis and

Mapping Unit. The Idea Fair featured 89 booths, representing about 50 state agencies.

The fair concluded with the department's booth winning first place in customer service. ODOT's booth demonstrated seven of its public-private partnership programs involving schools and businesses, including:

- The Public Transit Division's Passenger Assistance Techniques Workshop;
- The Highway Division's "Give 'Em a Brake" workzone safety campaign;
- The Aeronautics Division's Air Search and Rescue program;
- ODOT's Business Partnership in Education program with Judson Middle School, Salem;

- The Motor Vehicles Division's traffic safety video library;
- ODOT's Sunstone Children's Center partnership with the Public Utility Commission and the YMCA; and

- The Toastmasters public-speaking group.

Using the theme "Constructing Partnerships through Transportation," the booth was decorated with construction signs and flags. The Roadway Analysis and Mapping Unit booth also earned second place for new technology. The booth demonstrated the use of automated mapping using computer-aided drafting and design software and standard personal computer hardware, according to Dennis Scofield of Roadway Analysis.

Proposal trained on '91 session

A "bold, balanced, comprehensive" transportation funding package for Oregon is being actively discussed as the starting date for the 1991 Oregon Legislature draws near.

While the proposal is subject to modification and change, the package being discussed by Mike Hollern, chairman of the Oregon Transportation Commission, and others includes suggested elements that would:

- Accelerate the Access Oregon Highways program to completion in the year 2000 rather than 2010.

- Increase commitment to an urban arterial program, up to approximately \$22 million per year.

- Maintain current commitments to coastal highway projects, at a state level of up to \$10 million per year, while pursuing federal support for an Oregon coast parkway.

- Fund the balance of Portland's westside light-rail project, including provision of the state share in 1991.

- Maintain all commitments in the current Six-Year Highway Improvement Program.

- Provide capital assistance in the amount of \$1.5 million for transit to allow small city local match programs.

- Pledge to deliver the Oregon Transportation Plan to the 1993 session of the Legislature. (See related story, this issue.)

- Advocate a comprehensive safety program for Oregon.

Hollern, appearing before the League of Oregon Cities, said the program will be debated at length in coming weeks. However, in the face of increased urban congestion, growing concern over rural access and the fact that traffic accidents "kill too many people in this state," he argued that a "bold, balanced and comprehensive" approach is a reasonable goal despite passage of Ballot Measure 5 in November.



Hollern

Oregon voters pass stricter seatbelt law

Oregon voters in November passed by 54 percent a mandatory safety belt law for vehicle drivers and passengers. The law goes into effect Dec. 7.

Oregon voters defeated a similar safety belt measure in 1988.

The measure expands the current requirement for those under age 16 to buckle up to now require all to do so. The new law is expected to reduce serious traffic crash injuries and deaths and save \$240 million annually, according to Larry Christianson, ODOT's transportation safety coordinator.

Failure to wear a safety belt, a Class D Traffic Infraction, is subject to a maximum \$50 fine.

All vehicle passengers riding in both the front and back seats must buckle up, if belts are available. The driver is responsible for those passengers under age 16 to ensure that they are properly secured either with a child safety seat or safety belt, Christianson said.

Some exceptions are permitted where buckling up is not practical or possible, he said. Those situations include:

- Occupants of privately owned

commercial vehicles (exemption does not include pickup trucks);

- Occupants of vehicles that weren't manufactured with safety belts, unless belts were installed after manufacture;

- Occupants possessing a medical exemption certificate, issued by the Motor Vehicles Division and requiring a letter from a physician;

- Passengers being transported by law enforcement officers;

- People delivering newspapers or mail; and

- People riding in an ambulance and administering aid.

The Highway Division plans to post signs, telling motorists "Safety belts—It's the law," at the state's borders, Christianson said. "You also can expect display of our 'Buckle up, Oregon' signs to increase," he said.

The Oregon Traffic Safety Commission is creating an education course for drivers who fail to buckle their safety belts, as an alternative to a fine. That course will be proposed to judges at district, municipal and justice courts, according to Christianson.

NEWS BRIEFS

Employee poll distributed in spring 1991

A statewide ODOT employee survey originally to be conducted this fall has been rescheduled for spring 1991. The follow-up survey, similar to one conducted in 1988, will serve as a tracking device to determine what progress has been made since 1988 in six key areas—management and supervision, equipment and facilities, communications, morale, productivity and employee recognition.

Japanese exchange employee to help Parks

Exchange employee Yoshiaki Sukeno, from Japan's Toyama prefectural government, is scheduled to work at the Parks and Recreation Department in spring 1991. Sukeno, now working in the Department of Human Resources, is part of a state employee exchange that in October sent Deb Schallert, an Oregon Parks Department employee, to Japan for a year.

'Gift of Flight' playing in Portland theaters

Ten Portland-area movie theaters are showing promotions this month that suggest people purchase flying lessons and scenic flights from area fixed-base operators. Aeronautics Division Administrator Paul Meyerhoff II in November won Transportation Commission approval for half the \$5,000 "Give the Gift of Flight" campaign costs, with the Port of Portland paying the balance.

Volunteers tell skiers: drive safely to slopes

Volunteers from ODOT agencies staffed a booth at the Winter Ski and Sports Show, held at the Multnomah County Exposition Center in November. A display area housed a rotary snowplow, videotapes on winter safety, and provided information on mail-in Sno-Park Permits.

Ethics Q&A: Tough choices, smart actions

Ethical work practices caught the attention of the Highway Division this year when an Equipment and Services Unit investigation revealed unethical actions coupled with alleged criminal activity. Now determining what constitutes ethical behavior is grabbing the attention of the department's top-level managers, who this month assembled an ethics steering committee to compose guidelines for ethical conduct.

In an interview with *Via*, Judy Gregory, ODOT's assistant director for

guide as well as in the design of the programs used in training.

Via: Suppose an ODOT employee has obsolete forms and wishes to donate them to the YMCA, a non-profit organization, to use as coloring books at its daycare center. The employee is a member of the YMCA, and learned of that need because of his affiliation, yet he would not profit personally from the donation. Should the employee give the forms to the YMCA? Would that be ethically proper?

'Lots of ethical issues aren't black and white, so a laundry list of do's and don'ts won't help.'

—Judy Gregory



administration, fielded questions relating to the ethics committee. Following are excerpts from that interview.

Via: I understand an ethics policy is being developed for the department. How is it being developed, and what are its components?

Gregory: I believe all employees at ODOT really want to do the right thing when it comes to ethics. We need to reaffirm our ethical values. In addition, we need to give people the tools, or guidelines, so they can determine for themselves what is ethically the right thing to do. Conceptually, I see the ethics guide as a document that sets out broad ethical values describing the kind of ODOT we want. It might include things like honesty, integrity, fairness, managers setting good examples, and using the public's resources for public purposes. It then would give employees ways to think about and make ethical decisions. Lots of ethical issues aren't black and white, so a laundry list of do's and don'ts won't help.

Via: How were the ethics steering committee members selected, and what's the committee's role? (A list of committee members appears elsewhere in this month's issue.)

Gregory: The ethics steering committee members were nominated by top managers to broadly represent a cross-section of the department. They will help in the development of the ethics

Gregory: There's probably a guideline for getting rid of obsolete forms, but it seems to me that throwing away the obsolete forms doesn't make sense. On other surplus materials, the Department of General Services' policies say we should offer them first to other public agencies and charitable organizations. In that context, it seems that it would be appropriate to give the forms to the YMCA for their daycare center. Also, they also might be donated to ODOT's daycare center.

Via: Consider this situation: To speed a job's progress, an ODOT work unit routinely begins working on a project before a job prefix is assigned, charging that work to another prefix. The work unit's managers are aware of the practice. Should that practice continue, or is there a better way?

Gregory: This is an example of a system that forces employees to do something that's less than ethical. The system needs to be changed—the employee and the manager should push whoever controls the system to change it.

Via: A contractor who does business with the Highway Division offers to pay the lunch tab of a Highway Division official. Should she accept the invitation or decline? Why?

Gregory: This is a tough one. The ethics law says public officials can accept gifts totalling no more than \$100 from any one source in any calendar year. ODOT's purchasing policy says we can't accept anything from anyone with whom we do business. Several top managers recently decided we would not accept dinners from contractors and consultants at this year's convention of the American Association of State Highway and Transportation Officials because we thought that was the right thing to do. I'm sure the ethics committee will address this issue when it looks at guidelines. I personally believe that when things are offered to everyone at a convention or conference—as long as they are valued at less than \$100—it's okay to accept. This would include food offered at hospitality rooms, for instance.

Via: Suppose an auditor working for the Motor Vehicles Division uses her personal calculator at work because the office did not supply her one. That employee uses batteries purchased by the department in the calculator. Is it ethically correct for the woman to use the calculator during the lunch hour to balance her personal checkbook?

Gregory: I'd be curious why this



A motorhome cruises past a set of signs in the Santiam Pass that are being tested for their ability to reflect over an extended time.

Signs bear burden of weather extremes

Groupings of road signs in some of Oregon's most harsh weather locations have drawn motorists' attention. Each "ODOT Test Sign" is being exposed to intense sunlight, storms and temperature extremes to determine which sheeting materials reflect best over an extended time.

The test signs appear in the Oregon Cascades—on U.S. 20 at the Santiam Pass east of Hoodoo Ski Area, and on Oregon 126 four miles south of U.S. 20—and also along U.S. 97 north of Sunriver, and on U.S. 101 near Newport.

Denis Miller, a traffic investigator with the Highway Division in Salem, said the study also intends to determine which type of sheeting is most economical statewide in different weather conditions, and which endures longest. Sign sheetings generally last from 10-20 years, depending on weather conditions, he said.

At each test site are three signs, each representing a different type of sheeting and offering differing reflective qualities.

During the study, which is expected to last seven to 10 years, the Highway Division annually will check the signs with a portable light reflective measuring device to determine how their reflective value has changed. At the same time, the signs will be physically inspected to ensure they are not delaminating, scratched, chipped or vandalized, Miller said.

"We expect to have some casualties because we have some signs in snow zones," where vehicles may accidentally hit them, he said.

To keep costs down, most of the test sign sheeting material was donated by several manufacturers in exchange for the Highway Division's testing it. The balance of the sheeting was supplied by Highway's storeroom.

Award notes aid to injured

(Continued from Page 1)
individuals, including ODOT employees and the public.

- Establishing a community-service employment program. DMV works in partnership with rehabilitation organizations to provide training for injured workers. For example, a Job Skills Center located at DMV's northeast Portland field office offers training to injured workers, and provides Motor Vehicles with a pool of qualified job applicants who are disabled, according to Marsha Ryan, who manages DMV's community-service employment program, Beaverton.

person wasn't supplied with a necessary tool to do her job. Since Oregon state government is benefitting from her supplying the calculator, she ought to be able to use it on her own time. I think the state ought to buy a calculator to do the state's work.

Via: Is it okay to use ODOT's electronic mail system (eMAIL) for reporting the condition of hospitalized employees?

Gregory: Using eMAIL to disseminate information about hirings, retirements, sick or injured employees has an organizational purpose. I would think about the use of eMAIL in terms of the organization. Purely personnel messages are not appropriate. Our electronic mail system is an organizational communication tool, not a personal one.

Via: Sometimes people need to use the phone at work for personal business. At what point does that become excessive?

Gregory: Again, some amount of judgment must be used. I can't apply a direct number to the personal use of the phones. Some people may still believe that the state's SPAN telephone lines are free. They are not. I'd suggest that everyone keep personal calls to a minimum. The state phone book says that personal long-distance calls must not be charged to the state. If someone needs to make a long-distance call, they should use their personal credit card or call collect. In addition, I don't believe anyone would say an employee can't make a personal call in an emergency.

Strategists eye diverse modes

The Oregon Transportation Plan is ODOT's exploration of all transportation modes within the state.

Oregon law requires that the Transportation Commission "develop and maintain a state transportation policy and a comprehensive, long-range plan for a multimodal transportation system for the state." So the Transportation Commission directed the department's strategists to create a plan that encompasses statewide transit, aeronautics, rail and highway improvements.

Mike Hollern, Transportation Commission chairman, said developing such a comprehensive plan will require the cooperation of state and local government, private industry, and the public, as well as people throughout ODOT.

The process is built around four goals:

- Create for the 1993 Oregon Legislature a transportation policy document, needs assessment, and funding request that reflects a long-range, comprehensive and multimodal perspective;
- Establish an ongoing transportation planning process within ODOT that complies with Oregon law;
- Establish, maintain and improve coordination and cooperation between the various transportation modes, state and federal agencies, local governments and private industry; and
- Provide better integration of existing division implementation plans.

To meet those goals, the Transportation Commission wants to ensure the Transportation Plan:

- Addresses Oregon's transportation needs through to the year 2020;

- Covers all regions of the state, all transportation systems, and all jurisdictions, including both state and local facilities and services;

- Is created through a process that's based on maximum public participation;

- Can be updated and extended as appropriate; and

- Is guided by the Transportation Commission, as the policy committee.

"Production of the Oregon Transportation Plan will not be used as an excuse to hold up other planning processes," said John Elliott, assistant director for strategic planning. "Of course, we will incorporate information and policy decisions into other plans and programs as they become available. But you won't hear us suggesting, for instance, that we hold up the Highway Plan or the new Six-Year Transportation Improvement Program."

Creating the Transportation Plan uses organizing policy committees that consist of Transportation Commissioners and key public and private officials. Those committees will consider four critical issues:

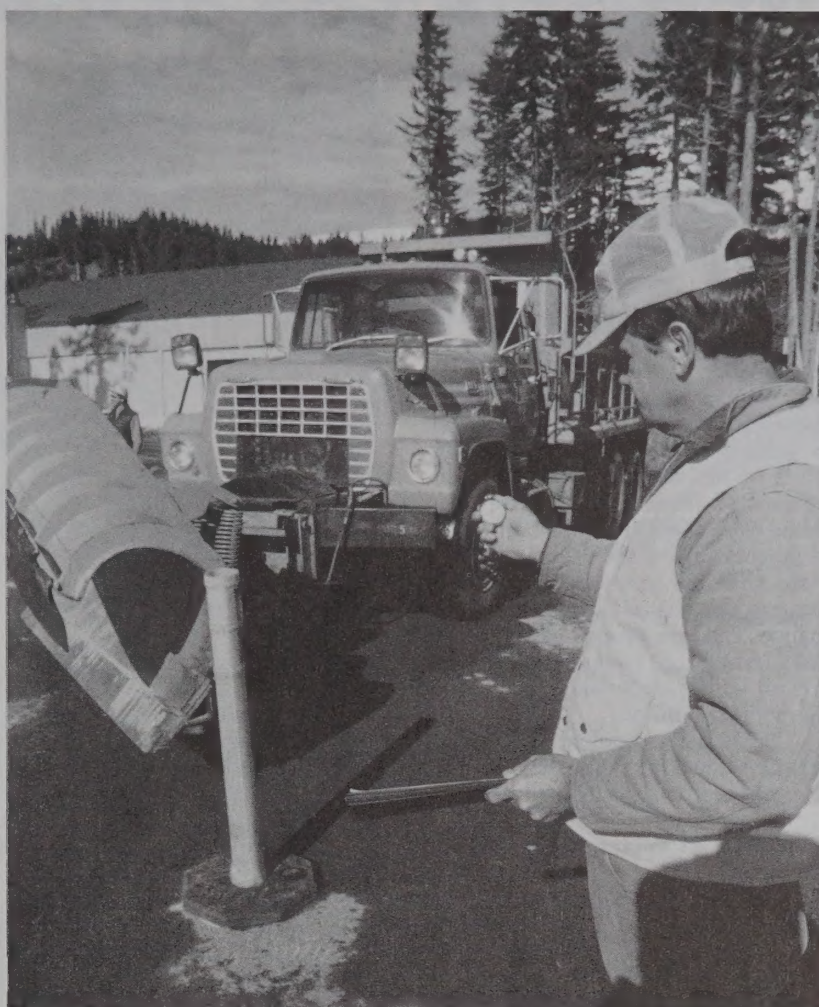
- Urban mobility, including congestion, land use and economic development problems;

- Rural access, including Oregon's intercity transportation needs and the needs of small communities;

- Freight issues, including the state's international transportation needs, as well as regional and state policies; and transportation safety.

There will be a major public review process prior to adoption of the Transportation Plan's policy document.

Against the clock



Bill Whitacre, an administrative assistant with the Highway Division's office in The Dalles, times a snowplow operator as he maneuvers a plow through an obstacle course at the Snowplow Rodeo, held at Mt. Hood Meadows Ski Area in late September. About 12 snowplow operators were scored for their ability to operate their plows safely and accurately through courses on the ski area's parking lot, according to Dave Lamb, the Parkdale highway maintenance section supervisor and Snowplow Rodeo organizer.

Panel looks at ethical situations

An ODOT Ethics Steering Committee has been handed the responsibility of crafting an ethics guide and designing training courses on ethical work practices. (See related article, "Q&A: Tough choices, smart actions," page 4 of this issue.)

Committee members include:

- Highway Division, Region 1—Michele Thom, engineering specialist 1, Location, Portland.
- Highway Division, Region 2—Ken Hilton, District 4 manager, Corvallis.
- Highway Division, Region 3—Gerald (Buck) Phillips, section supervisor, Florence.
- Highway Division, Region 4—Gary Winslow, assistant highway maintenance supervisor, District 9, The Dalles.
- Highway Division, Region 5—Dick Galbreath, District 14 office manager, Ontario.
- Highway Division, Project Development—Bill Geibel, Roadway Services manager, Salem.
- Motor Vehicles Division—Representative yet to be selected.
- Central Services Division—Bob Whipps, manager, ODOT Employee Development, Salem.
- Aeronautics and Public Transit divisions—Ed Schoaps, public affairs manager for the Aeronautics and Public Transit divisions, ODOT Public Affairs, Salem.

Coordinator of the Ethics Steering Committee is Lynn Todd, assistant manager of ODOT Personnel Services, Central Services Division, Salem.

Transit, Aero scramble for funding

(Continued from Page 1)

Measure 5. I suspect, however, that we are going to have a very interesting 1991 Legislature as a result."

The impacts on the Portland area's westside light-rail transit extension are a bit easier to visualize, he added. Tri-county voters approved a local \$125 million bond measure to pay half of the 25 percent local share needed to match 75 percent federal funding for the project. Now the state must find a way to

Nomination deadline nears

Nomination deadline for the winter 1990 All-Star Service Award is Dec. 31.

Presentation of the semiannual Central Services Division employee recognition will be held in mid-January 1991, with the specific date and location to be announced later, according to Mel Galvin, Office of Productivity manager. Any ODOT employee may nominate a Central Services employee for the award, which will recognize permanent division employees for outstanding service.

Call Galvin at ODOT Employee Development, 378-4172, for a nomination form or more information.

Wrong benefits

Employees who job share, or share the responsibilities for one full-time equivalent position, receive health benefits and leave privileges, however they are allocated by the percentage of hours worked.

An article published in the November Via incorrectly reported job-share employees receive full health benefits and leave privileges, according to Cyndi Smith, ODOT Personnel Services.

come up with an equal share promised to the project. "That means the state will need to come up with roughly \$20 million per biennium in General Fund revenues for at least the next five-to-six bienniums in order to help finance the project. If not, we miss the chance at capturing the 75 percent federal matching funds," Moore said.

Finding that \$20 million per year in general funds is going to take some creative thinking, he said. A current proposal calls for using the first \$10 million per year in state cigarette tax revenue to pay the debt service on bonds devoted to funding the state's share of westside light rail-expansion. But that proposal would take away revenue from the state General Fund at a time when the Legislature must find a way to make up the Measure 5 impacts on Oregon's school districts.

Moore said there is even some fear that the competition for General Fund revenue could be severe enough to cause the Legislature to consider reducing or eliminating General Fund support for Public Transit, with severe consequences

for the division and local transit systems and services alike.

Airports also are likely to be affected as local governments make cuts in the wake of Ballot Measure 5. Most government experts believe that essential local services—police, fire, and social services programs—will be high on the priority list for funding.

"Airports are generally lower on the list of local priorities," said Paul Meyerhoff II, Aeronautics Division administrator. Communities limited by Ballot Measure 5 may find it harder to find the 10 percent local share needed to make airport improvements funded by the federal government.

"I think we'll see some communities asking the Aeronautics Division for those local matching funds," Meyerhoff said. "It's also possible we'll see some asking the state to take over airport operations in communities where the impact of Ballot Measure 5 cuts into local funding of airport operations," he said. However, he expects those cases to be few, because many locally owned airports are self-sustaining.

RETIREMENTS

Ora-lee Beard, office specialist, Highway Division, Salem, retired in June after 39 years of service.

Norman Gillett, highway maintenance specialist, Highway Division, Clatskanie, retired in November after 10 years of service.

Audrey Irwin, office specialist 2, Motor Vehicles Division, Salem, retires in December after 12-plus years of service.

Gerald Johnson, highway maintenance assistant supervisor, Highway Division, Chemult, retired in November after 40 years of service.

Barbara Lloyd, motor vehicle rep-

resentative 1, Motor Vehicles Division, Gresham, retires in December after 10-plus years of service.

Robert Niederer, highway maintenance specialist, Highway Division, Reedsport, retired in October after seven years of service.

Robert Sandmann, supervising transportation engineer E, Highway Division, Milwaukie, retired in November after 37 years of service.

Carolyn Schlitz, motor vehicle representative 2, Motor Vehicles Division, St. Helens, retires in December after 13 years of service.

New services at Info Systems

ODOT's Information Systems Section is offering three new services to make it easier for offices to acquire, install and operate computer systems.

Services include equipment rental, site planning, and support for local area networks, which are available for any Aeronautics, Highway, Motor Vehicles, Central Services, Public Transit or Parks Department office, according to David Dowrie, Information Systems manager.

Offices preparing for computer hardware and software purchases can acquire the equipment either through price quotes, bids and separate maintenance agreements—or they can lease equipment from ISS. Jan Baker, who coordinates the rental program, said that ISS arranges all related paperwork, installation and maintenance. The purchase price is divided into 36 monthly payments over three years, with maintenance fees added to monthly billings.

Since the equipment leasing program began during the 1989-91 biennium, it has mushroomed—from an original budget of \$500,000 to more than \$3 million for the 1991-93 biennium.

A centralized leasing program saves ODOT time and money. Offices no longer need to train and retain employees with specific knowledge required to plan and order complex computer system components, according to Dowrie. Other savings are realized by standardizing certain hardware and software when possible, and allowing offices to return leased equipment to ISS when it's no longer needed. Returned equipment typically is leased to other offices or



Pat Ferdig of the Information Systems Section, Salem, examines a computer circuitboard.

divisions.

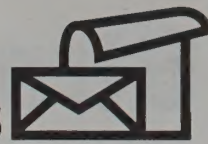
Before an office prepares to move into new facilities or remodel existing work space, Tom Davis of ISS gets involved. Davis, who provides site planning consultation services, said he works with architects and contractors to assure that electrical and digital circuits are adequate for an office's computer equipment needs. He also provides floor plans showing where network connections are to be located, and recommends network hardware options. Among Davis' recent installations are the re-wiring of the Highway Operations Building, the new DMV Hearings Branch office and the new Region 5 office building in La Grande.

"There has been a lot of activity in local area networks recently,"

Dowrie said. In the past year, the number of local area networks installed in ODOT offices has grown from two to 15, which Dowrie estimates serve several hundred microcomputers.

Offices interested in installing a local area network must assign a staff person to manage it, according to Dowrie. Ken Bonnem of ISS works with employees assigned to manage the local area networks and provides assistance with installation and ongoing problem tracking and resolution. Dowrie said long-range plans are being developed to interconnect ODOT and non-ODOT computer terminals and work stations throughout Oregon to the various state-owned LANs, minicomputers and mainframes.

Letters



(Continued from Page 2)

Speeding the process

Paul Meyerhoff II,
Aeronautics Division Administrator,
Salem:

For the past seven months, we have been working closely with Gerald Eames (Air Transportation and Safety Specialist) in the development of a private airstrip in Columbia County. His actions have been prompt and professional, and that helps when obtaining airstrip approvals because it's often time-consuming. Gerry always has been willing to put forth the extra effort, even while on official leave for the birth of his daughter. He has always come prepared to support his findings to the Aviation Advisory Committee and present them to various county officers.

Keeping a private airstrip open and safe requires cooperation between airstrip owners and the Aviation Advisory Committee, and we hope to continue that cooperation.

TIM BERO
President

Technetwork Assembly and Manufacturing,
Vernonia

Better test takers

Tom Kuhlman,
District 14 Manager, Highway Division,
Ontario:

I want to let you know how impressed I am with the job Rod Eden has done in preparing the Highway Division's truck drivers for the Commercial Driver License conversion.

Each driver had to take four or five separate tests, and with practically no exceptions they passed each test on the first try. This has saved time for us and made our jobs easier. Rod also has arranged for group testing here in Ontario and elsewhere, resulting in further time savings both for your division and mine.

KEN SMITH
Office Manager
Motor Vehicles Division, Ontario

Pooling strong ideas

Dennis Scofield,
Program Technician 1,
Roadway Analysis and Mapping,
Planning Section, Highway Division,
Salem:

Congratulations on a successful Idea Fair! The event was a fine way to display agencies' good ideas, creativity and customer service. I was proud of all of you when I visited Tuesday afternoon for the awards presentation.

This kind of excellence just doesn't happen. I know that time and energy go into the hard work of serving the public well. Through the Idea Fair your agency demonstrated its high quality efforts and positive results.

GOV. NEIL GOLDSCHMIDT
Salem

(Scofield helped represent the Roadway Analysis and Mapping Unit at the Idea Fair. An Idea Fair news story appears on page 3 of this issue.—Editor)

Earning a good name

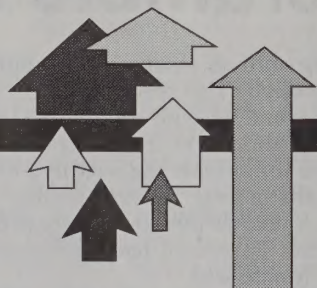
Don Thurston,
District 11 Manager, Highway Division,
Klamath Falls:

Thanks to the gentleman who helped my wife who this fall was driving from Yreka to Madras when her car's rear tire blew out. People like him give your organization a good name.

DAVID ARAAS
Yreka, Calif.

(Art Alaniz, area maintenance manager for the Chiloquin-Chemult area, assisted Araas.—Editor)

Moving up
Moving up
Moving up
Moving up



Motor Vehicles Division

Heidi Acocella, motor vehicle representative 1 to motor vehicle representative 2, West Eugene.
Norman Barnes, motor vehicle representative 1 to motor vehicle representative 2, Medford.
Paul Basso, data entry operator to office specialist 2, Salem.
Sharon Beyea, data entry operator to office specialist 2, Salem.
Raeanne Burlington, office assistant 2 to public service representative 3, Salem.
Cynthia Chilcote, motor vehicle representative 1, Salem, to motor vehicle representative 2, Woodburn.
Deborah Edenfield, motor vehicle representative 1 to motor vehicle representative 2, Newport.
Rhonda Gamma, data entry operator to office specialist 1, Salem.
Gavina Gutierrez, motor vehicle representative 1 to motor vehicle representative 2, The Dalles.
Constance Hawes, office specialist 1 to office specialist 2, Salem.
Kathryn Melicharek, office specialist 1 to office specialist 2, Salem.

Highway Division

Joyce Aldrich, office specialist 1 to office manager 2, Roseburg.
Andrew Anderson, highway maintenance assistant supervisor to highway maintenance supervisor 2, Moro.
Karen Erickson, office coordinator to administrative specialist 1, Salem.
Constantino Gamolo, engineering specialist 3, Salem, to associate transportation engineer, Clackamas.
Mark Johnson, transportation engineer 1 to transportation engineer 2, Salem.
Michael Keyes, engineering specialist 2 to associate transportation engineer, Portland.
Andrew Larson, engineering specialist 1 to engineering specialist 2, Troutdale.
Donald Morris, engineering specialist 3 to associate transportation engineer, Salem.
Russell Olson, engineering specialist 1, Salem, to engineering specialist 2, Waldport.
David Pearson, engineering specialist 2 to engineering specialist 3, Portland.
Timothy Randall, engineering specialist (entry level) to engineering specialist 1, La Grande.
Edward Roberts, engineering specialist 2 to associate transportation engineer, Portland.
Raymond Salisbury, engineering specialist 3 to associate transportation engineer, Salem.
James Timm, engineering specialist 1, Troutdale, to engineering specialist 2, Portland.



Deborah Edenfield
Motor Vehicle
Representative 2
Newport

Stay in touch, ODOT retirees

The retirement class of 1990 is being asked to report for the annual Retirees Revue, a summary of their careers and retirement plans.

Cheryl Moine is coordinating the publication for ODOT Public Affairs. She said people who retired from ODOT in 1990 should either complete the questionnaire that was mailed earlier this year, or call her at 378-6546. Return questionnaires to: ODOT Public Affairs, 140 Transportation Building, Salem, OR 97310. And if you're a retired department employee, take time to let others know your activities since you left ODOT through Retirees Report. Call Rachel Watilo at 378-6546.

PROFILE: JOY YOUNG

Outdoors, plows and risks

By ANDY BOOZ
Managing Editor

"Neither snow, nor heat, nor gloom of night keeps these couriers from their appointed rounds," the U.S. Postal Service guarantees of its mail carriers. And so it goes with Oregon's snowplow operators.

Highway maintenance specialists spread throughout Oregon form a front-line defense for the state's travelers. Among the troops is Joy Young, a lifelong resident of Prospect, situated on the

***'I did best in math in school, and people told me I'd be good at accounting. Maybe it is what I should have done, but now I'm doing what I want.'*—Joy Young**

western outskirts of Crater Lake National Park.

She found the Highway Division through a 1982 summertime job in Central Point, picking up litter to earn college tuition. The next winter she flagged down traffic on the snowpacked Siskiyou Summit, ensuring that drivers chain up before heading through the mountains. Joy didn't return to the Oregon Institute of Technology, but instead to Prospect to visit her parents. Loy Neavoll, who then worked at the Prospect maintenance station, offered her a chance to learn highway machinery operation, and she's been there ever since.

Sipping coffee in a booth at the Prospect Cafe, Joy recounts her move from Kansas at age three months, along with her older brother, Lon, and her parents, uncle and aunt. Her dad, Keith Stockebrand, found a job as a log truck driver, and Lon has since joined Stockebrand Logging, on the southern edge of Prospect. Her mother, Sherrie, manages the Prospect Historical Hotel, a bed and breakfast originally built in 1889 and restored last spring. So for Joy, Prospect is home.

After graduating second in her 1981 high school class, she entered the Oregon Institute of Technology on a scholarship to study data processing and accounting. When she was unable to generate enough money to return to school, she continued working, not so much for the money than for the lifestyle.

"I like being outdoors. I don't know why exactly," Joy says. "I did best in math in school, and people told me I'd be good at accounting. Maybe it is what I should have done, but now I'm doing what I want." Joy is now one of 45 female highway maintenance specialists in the Oregon Highway Division, repre-



Joy Young, a Prospect highway maintenance specialist, checks the oil of her snowplow between winter storms.

senting just 5 percent of the 830 highway maintenance specialists statewide, according to Dick Calvert, an ODOT personnel analyst.

December typically is the month Joy and her crew members turn to plowing snow, and continue driving the plows through March. But in 1989, the snowplows were out from September through late May, sometimes around the clock. That can translate into a major strain, Joy says. "But believe it or not, I like to drive. Every day is different, with changes in the scenery and snow conditions. We're out there in the most hazardous conditions there are, when most people are at home sitting in front of the fire."

Beyond her work hours, she's on-call. Home for Joy and her new husband, Chris, a professional river guide, is at the Highway Division's Prospect maintenance station, in a modest-sized house nestled among a grove of Douglas fir trees. When the weather turns nasty, she

regularly is awakened by a knock on her door—and word another tree has fallen across the highway.

Working in highway maintenance can be trying. Consider, for instance, the time Joy was clearing fallen trees from Oregon 62, the Crater Lake Highway, after a snowstorm. Highway crews had barricaded the road to traffic, yet a woman with a car full of children bound for Mount Bachelor Ski Area had driven around the barrier and was following the highway truck. As Joy moved her chainsaw through a fallen timber, the woman walked up behind her, tapped her on the shoulder and asked how long it would take to open the road to traffic. The experience was unsettling.

"It seems like it would be better for people to listen to their radios for the road report before getting in their cars. That would make things a whole lot easier," she says. "Most folks aren't out there on the road every single day as we are. When people see me approaching



Checking the chains on a snowplow is Joy Young's insurance of prolonging her injury-free Highway Division career.

them in the snowplow, with the light flashing and all, they slam on the brakes and slide. That's real scary."

But those situations haven't soured her optimism for highway work. To Joy, when she plows snow, she's in her element. "It's a natural high, riding above traffic and seeing everything from above. I love it," she says.

The outdoors remain a key attraction in her personal time, too, with regular jaunts through the forested hills of the Umpqua National Forest to catch glimpses of deer, elk, cougars, and black and brown bears. Joy and her husband plan on an outing during the deer hunting season, along with trips on their all-terrain vehicles, to reach deeper into the woods.

After eight years with the Highway Division, she says none has been as transforming as the past year. Upper-level management has undergone a shift, she says, from focusing exclusively on engineering to focusing on the people who work for the organization. "It seems like Highway's getting back to the value of its employees. Management wants to use our ideas. At the same time, we're being given more responsibilities," she says in talking about the Area Maintenance Manager concept being tested in Central Oregon. "There are some things you just can't change—things you've just got to live with. But still, I keep hoping for the best."

On the Prospect maintenance crew, she says one of the most positive developments has been teambuilding, in which crew members gather to discuss mutual concerns. In those meetings, Joy's emphasis has been on keeping communications open and honest.

"Everyone gets a chance to say what's on his mind. My biggest concern is in allowing everyone time to listen to one another, and in giving people a chance to talk," she says. Teambuilding also allows time to brainstorm for smarter approaches to work. Instead of maintaining the sanding logbook while driving a sanding truck, for example, the crew now dictates that information into a hand-held tape recorder, then fills out the log upon returning to the shop, saving time and keeping the logbook clean and dry. Joy considers her staying injury-free one of her most satisfying accomplishments in her Highway Division career.

"Someday, I might decide not to be working on the highway. I might want to have something to fall back on—accounting, business or data processing," she says. "Maybe I could work into something where I wouldn't be in such hazardous conditions."

But for now, she's staying with highway work.

"Out here, we have no two days the same. The scenery is constantly changing," Joy says, pausing in thought. "You know, this morning, I was crossing over Lost Creek Reservoir, and a bald eagle flew right by me. You don't see that every day, and you certainly don't if you work in an office. That eagle made my day."

RETIREES REPORT

Mildred Peterson, Salem, administrative assistant, Highway Division, retired in 1986.

Gardening is Mildred's main hobby, and she especially enjoys canning the vegetables she grows. Her homegrown squash once took second place in the Oregon State Fair, and another entry captured third for the biggest and tallest squash. She devotes her Saturdays to her church in its genealogy library, with the balance of her energies going to her three daughters and 13 grandchildren.

This year Mildred purchased a ton of tomatoes from the Veal's farm and canned them into tomato juice. Named

by her family "Mom's Belting T.J. Juice," it's an expected Christmas gift for her family.

Since she retired, Mildred has occasionally returned to work. She recalls that the best part of her ODOT career was making friends. She feels as though the office is her second home, welcomes the opportunity to return and keeps in touch with her work friends by regularly attending the Highway Retirees quarterly luncheon. She also enjoys staying current on department news by reading Via.

Jim Chidsey, Salem, unit leader, Bridge Design, Highway Division,

retired in 1988.

His photography hobby and business, Custom Photo, have consumed the time he had previously spent at work. Jim now has ODOT's contract for photo processing in the Salem area, which keeps him coming back to the Transportation Building regularly.

He and his wife, Janice, are planning a trip to Germany this month to visit their son who is in the Army in Nuremberg. They will spend Christmas Day in Berlin, where Jim was stationed in 1957 during his Army service.

Filling his limited spare time are his two granddaughters, who regularly accompany Jim to the beach.

CANDID COMMENTS

What hopes or expectations do you have for your job in the coming new year?

Elizabeth Skaggs
Motor Vehicle
Representative 1
Motor Vehicles Division
Portland



Elizabeth Skaggs

I hope to be able to continue to do what I do best—helping customers get done what they need to have done. I also hope DMV will continue to stress customer service. My personal goal is to move up through the system, so that I only have to work one job.



Sharon Ritts
Secretary
Driver Licensing Section
Motor Vehicles Division
Salem

Sharon Ritts

I am looking forward to added responsibility and new professional challenges as they relate to the new driver-licensing procedures.



Mike Israel
Highway Maintenance Specialist
Highway Division
Cascade Locks

Mike Israel

I'd like to see us get the new shop and sand shed we need. It would be nice to update some of our older trucks so we can do our jobs better. I'd also like to see the department work on better communication between the field and our Salem headquarters.

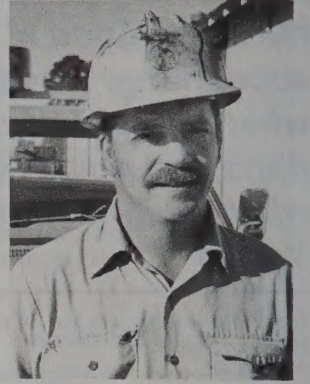


Norma Crawford
Public Representative 4
Permits and
Weighmasters Section
Highway Division
Farewell Bend

Norma Crawford

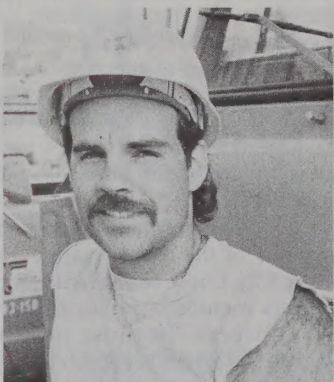
That's been on my mind quite a bit lately. I'm thinking about the federal budget talks and how they're going to affect my job. What are trucking companies going to do if gasoline taxes rise to cut the deficit? That would increase freight costs, and consumer prices might go up. And I'll be retiring in less than four years—how will cutting the national debt change my retirement income?

Alex Kuehn
Highway Maintenance
Specialist
Highway Division
Enterprise



Alex Kuehn

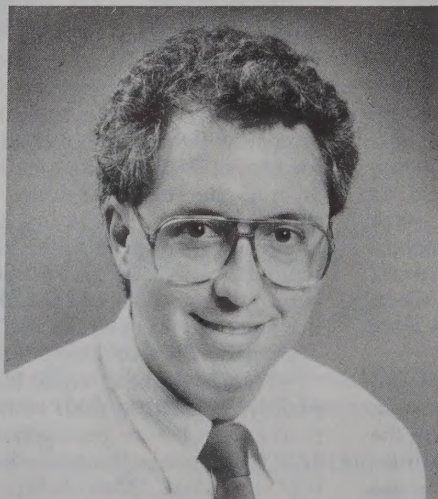
I'd like to see the team concept established and working. I'd also like to see the gainshare program work toward the benefit of the employees and provide them with some incentive.



Marshall Mack
Highway Maintenance Specialist
Highway Division
Grants Pass

Marshall Mack

I would like to see ODOT as a whole become more aware of the employees in the field, then use their input in decision making. I also would like to see ODOT do more public relations work to improve the relationship between the public and ODOT workers.



Steve Fosdick
Special Transportation Coordinator
Public Transit Division
Salem

Steve Fosdick

A minor re-organization in the division created a small team to coordinate a newly expanded project. In the coming year, it's my hope that the contributions I make toward this team project will allow the quality of service to our ever-increasing number of clients to be maintained and improved.

Bob Ferris
Highway Maintenance
Supervisor 1
Landscape Maintenance
The Dalles



Bob Ferris

The level of staffing and equipment in highway landscape maintenance makes it nearly impossible for us even to keep up. I would hope that somehow our organization might place a higher priority on landscape maintenance so that we could provide a better level of service to our customers, Oregon's traveling public. That would make my job a lot more pleasant.



Norma Kearney
Engineering Specialist 1
Highway Division
Salem

Norma Kearney

I see positive things happening within the division in the next year because of the attempt to open the lines of communication between supervisors and their subordinates. My goal is to work at opening those lines so that I can do my job in an efficient and effective manner without the problems that a lack of communication can cause.